

City of Santa Clara Benefit Summary Overview for Bargaining Unit #2 Police Officers Association

This summary provides a brief overview of the City of Santa Clara's benefits available to Bargaining Unit #2 employees. If there is a conflict between the information in this summary and the official plans/contracts, the official documents will determine how the plans work and the benefits they pay. The information contained in this brochure is based upon the December 17, 2006 – December 25, 2010 Memorandum of Understanding for Unit #2. Benefits are subject to change.

Vacation:

- Vacation is accrued bi-weekly, for use after six months of City service
 - For 1-9 years of service: 120 hrs/calendar year
 - For 10-15 years of service: 160 hrs/calendar year
 - For 16-20 years of service: 176 hrs/calendar year
 - For 21+ years of service: 192 hrs/calendar year
- Employee may convert 40 hours/calendar year accrued vacation to cash (under MOU provisions)
- Full vacation payoff upon termination (or retirement)

Sick Leave:

- Sick leave is accrued bi-weekly for equivalent of 96 hours/calendar year with no maximum accrual for use
 - Up to 48 hours/ calendar year of accumulated sick leave may be used for family illness
- Employee may convert sick leave to vacation once per year (annual maximum conversion is 96 hours sick to 48 hours vacation)
- Partial sick leave payoff provision on retirement depending on years of service and sick leave cap (1,500 hours in addition to balance as of 01/01/04)

Bereavement Leave:

- Employees are eligible for up to 40 hours of Bereavement Leave per death occurrence. The amount of leave depends on relationship of family members as specified in the Memorandum of Understanding and Personnel and Salary Resolution.

Compensatory Time Off (CTO):

- CTO may be earned by working overtime

Premium Pay:

- Various premiums, including night, hazard, Field Training Officer, Narcotics Task Force, Specialized Crimes Action Team, Special Response Team, motorcycle, and field evidence technician are available, depending upon shift and assignment
- Investigators assigned to be on-call may be eligible for overtime compensation based on assignment

Holidays:

- Thirteen (13) shifts per year of holiday pay prorated over 26 bi-weekly pay periods

Retirement¹:

- Membership in the California Public Employees Retirement System (CalPERS) 3% @ 50 Plan
 - Employee pays approximately 11.25% of gross pay
- Medicare
 - Employee does not participate in Social Security
 - Employee pays 1.45% of gross salary for Medicare only if hired after 3/31/86
 - Employees hired prior to 03/31/86 do not participate in FICA or Medicare

¹ Recruit Police Officers are represented by Unit #2, but are considered Miscellaneous under PERS – 2.7% @ 55 with 8% employee contribution. Recruit Police Officers also participate in FICA, Social Security and Medicare (total contribution of 7.65%). After Recruit has successfully completed the Academy and sworn, benefits are as above.

Deferred Compensation:

- Voluntary plan through Hartford Insurance
- Employee may defer the lesser of \$15,500/year or 100% of gross compensation. Employees over 50 years of age may defer \$20,500/calendar year.

Health Insurance:

- Choice of health insurance plans is available through PERS Health Insurance Program
- Health allocation of \$1,397.88/month (reimbursement provided if allocation is not used to pay for health/dental premiums)
- Employee electing health coverage with premiums above the Health Allocation will pay additional premium costs from salary. Health insurance premium deductions are taken on a pre-tax basis.
- Coverage is effective the first of the month after date of hire

Dental Insurance:

- Choice of two Delta Dental plans
- Dental premium is deducted from health allocation (see Health Insurance); additional amount is paid by employee
- Coverage begins on the first day of the month following three full calendar months of employment

Flexible Spending Account (IRS Section 125 Plan)

- May contribute up to \$5,000 in pre-tax dollars to health care spending account
- May contribute up to \$5,000 in pre-tax dollars to dependent care spending account

Life Insurance:

- Basic Life Insurance coverage is effective the first of the month after one calendar month of employment
- City pays for \$15,000 coverage
- Additional optional insurance may be purchased by the employee
- Optional Life Insurance may be purchased for the spouse, domestic partner, and/or dependent children

Long Term Disability (LTD) Insurance:

- Contact Police Officers' Association for information

Uniform Allowance:

- \$600 per calendar year

Emergency Paid Leave:

- Maximum benefit: 320 hours paid leave

Family Medical Leave:

- Per federal law, if the employee has worked 1,250 hours in the past year, 12 weeks of unpaid family medical leave is available in a rolling one year period

Psychological Counseling:

- Confidential psychological counseling is available up to a maximum of 20 visits per year

Retiree Medical Reimbursement Program:

- Employees who retire from the City after 12/21/03 with at least ten (10) years of service shall receive reimbursement to help cover retiree single health insurance premiums. The reimbursement maximum includes the PEMHCA minimum.
 - Up to age 65, retirees are eligible for reimbursement up to \$278/month in 2008 (amount adjusted annually).
 - After age 65, retirees are eligible for reimbursement up to \$168/month (amount adjusted annually).